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AVERAGE AGE COMPARISONS - STAFF PERSONNEL

Grades GS-9 Thru GS-18
31 Dec 1960 Thru 31 Dec 1963

AGENCY

| <u>Grade</u> | <u>31 Dec 1960</u> | <u>31 Dec 1961</u> | <u>31 Dec 1962</u> | <u>31 Dec 1963</u> |
|---------------|--------------------|--------------------|--------------------|--------------------|
| GS-18 | 51.7 | 52.6 | 52.8 | 53.3 |
| GS-17 | 48.9 | 49.5 | 49.3 | 49.0 |
| GS-16 | 47.5 | 48.0 | 46.5 | 47.0 |
| GS-15 | 46.8 | 47.0 | 47.0 | 47.1 |
| GS-14 | 44.1 | 44.5 | 44.6 | 44.8 |
| GS-13 | 41.4 | 42.0 | 42.1 | 42.3 |
| GS-12 | 38.4 | 38.9 | 39.6 | 40.1 |
| GS-12 thru 18 | 41.0 | 42.4 | 42.8 | 43.2 |
| GS-11 | 38.0 | 38.6 | 38.7 | 38.3 |
| GS-10 | 34.0 | 34.4 | 35.6 | 35.3 |
| GS-9 | 36.5 | 36.7 | 36.5 | 36.2 |
| GS-9 thru 10 | 40.0 | 40.4 | 40.7 | 40.8 |

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AVERAGE AGE COMPARISONS - STAFF PERSONNEL

Grades GS-9 Thru GS-18
31 Dec 1960 Thru 31 Dec 1963

CLANDESTINE SERVICES CAREER SERVICE

| <u>Grade</u> | <u>31 Dec 1960</u> | <u>31 Dec 1961</u> | <u>31 Dec 1962</u> | <u>31 Dec 1963</u> |
|---------------|--------------------|--------------------|--------------------|--------------------|
| GS-18 | 49.6 | 50.1 | 51.1 | 51.6 |
| GS-17 | 48.3 | 49.4 | 49.2 | 49.8 |
| GS-16 | 48.2 | 48.0 | 47.4 | 47.6 |
| GS-15 | 46.6 | 47.0 | 46.9 | 47.2 |
| GS-14 | 43.4 | 43.8 | 43.7 | 44.2 |
| GS-13 | 40.4 | 41.1 | 41.0 | 41.6 |
| GS-12 | 37.3 | 38.1 | 38.9 | 39.5 |
| GS-12 thru 10 | 41.2 | 41.9 | 42.1 | 42.8 |
| GS-11 | 37.6 | 38.5 | 38.2 | 37.2 |
| GS-10 | 32.6 | 34.0 | 35.5 | 35.9 |
| GS-9 | 38.0 | 37.9 | 37.9 | 38.4 |
| GS-9 thru 10 | 39.9 | 40.5 | 40.8 | 41.1 |

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AVERAGE AGE COMPARISONS - STAFF PERSONNEL

Grades GS-9 Thru GS-18
31 Dec 1960 Thru 31 Dec 1963

DD/I TYPE CAREER SERVICES

| <u>Grade</u> | <u>31 Dec 1960</u> | <u>31 Dec 1961</u> | <u>31 Dec 1962</u> | <u>31 Dec 1963</u> |
|---------------|--------------------|--------------------|--------------------|--------------------|
| GS-18 | 52.5 | 53.2 | 53.2 | 54.4 |
| GS-17 | 48.9 | 49.6 | 49.3 | 49.6 |
| GS-16 | 47.0 | 48.1 | 45.2 | 46.1 |
| GS-15 | 46.6 | 46.6 | 46.8 | 47.0 |
| GS-14 | 44.4 | 44.8 | 45.1 | 45.1 |
| GS-13 | 41.6 | 41.9 | 42.4 | 42.5 |
| GS-12 | 38.5 | 39.2 | 39.9 | 41.1 |
| GS-12 thru 18 | 42.2 | 42.7 | 43.1 | 43.6 |
| GS-11 | 39.3 | 39.4 | 39.7 | 40.0 |
| GS-10 | 35.4 | 34.3 | 35.3 | 33.9 |
| GS-9 | 37.3 | 38.0 | 37.6 | 36.5 |
| GS-9 thru 18 | 41.0 | 41.0 | 41.3 | 41.1 |

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AVERAGE AGE COMPARISONS - STAFF PERSONNEL

Grades GS-9 Thru GS-18
31 Dec 1960 Thru 31 Dec 1963

SUPPORT CAREER SERVICES

| <u>Grade</u> | <u>31 Dec 1960</u> | <u>31 Dec 1961</u> | <u>31 Dec 1962</u> | <u>31 Dec 1963</u> |
|---------------|--------------------|--------------------|--------------------|--------------------|
| GS-18 | 54.3 | 56.0 | 55.3 | 55.8 |
| GS-17 | 50.0 | 47.8 | 48.6 | 48.7 |
| GS-16 | 46.9 | 47.4 | 46.2 | 48.0 |
| GS-15 | 47.4 | 47.5 | 47.3 | 48.0 |
| GS-14 | 45.0 | 45.4 | 45.7 | 46.4 |
| GS-13 | 42.5 | 43.2 | 43.2 | 43.4 |
| GS-12 | 39.5 | 39.7 | 40.1 | 40.6 |
| GS-12 thru 18 | 42.4 | 42.9 | 43.1 | 43.6 |
| GS-11 | 37.5 | 38.2 | 38.3 | 38.3 |
| GS-10 | 34.2 | 35.2 | 36.0 | 36.4 |
| GS-9 | 35.1 | 35.3 | 35.2 | 35.1 |
| GS-9 thru 18 | 39.5 | 39.9 | 40.2 | 40.4 |

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ANNUITY COMPARISONS

UNDER PAY SCALE
EFFECTIVE FROM JULY 1960
TO PAY REFORM ACT OF 1962

UNDER PAY REFORM ACT OF 1962
PHASE II PAY SCALE
EFFECTIVE JANUARY 1964

| <u>Age</u> | <u>Service</u> | <u>Grade</u> | <u>Step</u> | <u>High Five</u> | <u>Annuity</u> | | <u>High Five</u> | <u>Annuity Under Current Civil Service</u> | <u>Annuity Under Proposed Agency</u> | <u>Annuity Under Proposed Federal 55-30</u> |
|------------|----------------|--------------|-------------|------------------|----------------|---|------------------|--|--------------------------------------|---|
| 20 | GS-11 | 5 | | \$ 8,600 | \$2,648 | * | \$ 9,530 | \$ 2,935 | \$ 3,812 | |
| 50 | GS-13 | 5 | | 11,675 | 3,595 | * | 13,265 | 4,085 | 5,306 | |
| 50 | GS-15 | 5 | | 15,030 | 4,629 | * | 17,725 | 5,459 | 7,090 | |
| 55 | 30 | GS-11 | 5 | 8,600 | 4,590 | * | 9,530 | 5,089 | 5,718 | \$ 5,335 |
| 55 | 30 | GS-13 | 5 | 11,675 | 6,234 | * | 13,265 | 7,083 | 7,959 | 7,454 |
| 55 | 30 | GS-15 | 5 | 15,030 | 8,026 | * | 17,725 | 9,465 | 10,635 | 9,961 |
| 55 | 30 | GS-11 | Top | 8,860 | 4,731 | * | 10,650 | 5,687 | 6,390 | 5,985 |
| 55 | 30 | GS-13 | Top | 11,935 | 6,373 | * | 14,805 | 7,905 | 8,883 | 8,320 |
| 55 | 30 | GS-15 | Top | 15,030 | 8,026 | * | 19,270 | 10,290 | 11,562 | 10,829 |
| 60 | 30 | GS-11 | 5 | 8,600 | 4,833 | * | 9,530 | 5,335 | 5,718 | 5,335 |
| 60 | 30 | GS-13 | 5 | 11,675 | 6,561 | * | 13,265 | 7,454 | 7,959 | 7,454 |
| 60 | 30 | GS-15 | 5 | 15,030 | 8,446 | * | 17,725 | 9,961 | 10,635 | 9,961 |
| 60 | 30 | GS-11 | Top | 8,860 | 4,979 | * | 10,650 | 5,985 | 6,390 | 5,985 |
| 60 | 30 | GS-13 | Top | 11,935 | 6,707 | * | 14,805 | 8,320 | 8,883 | 8,320 |
| 60 | 30 | GS-15 | Top | 15,030 | 8,446 | * | 19,270 | 10,829 | 11,562 | 10,829 |

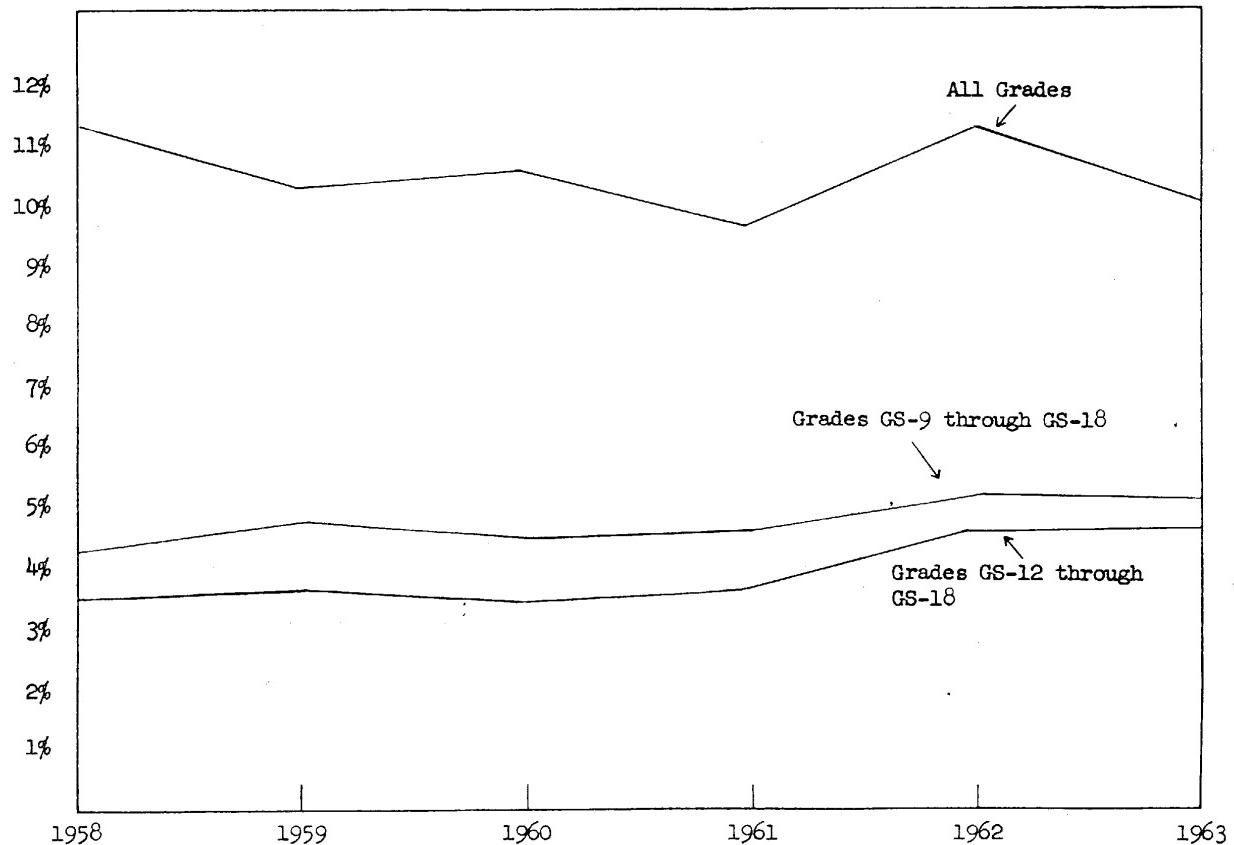
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ANNUAL ATTRITION COMPARISONS

Fiscal Years 1958 Through 1963

AGENCY



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